



Presentation to:

Florida Chamber of Commerce International Days

Presenter: Bryan Kamm

February 24, 2016

Improving America's Workforce Training with



INTRODUCTIONS

Bryan Kamm

- ✓ Founder of Kamm Consulting
- ✓ Co-Founder and Interim Chapter Director, GACC South, Florida Chapter
- ✓ Founder of Amskills (American Manufacturing Skills Initiative) and Former Executive Director
- ✓ Author of Tampa Bay Manufacturing Skills Initiative Business Plan
- ✓ Co-Author of German Embassy White Paper
- ✓ National Speaking Engagements RE: Germanic Apprenticeship Programs



THE SKILLS INITIATIVE:
Expanding Apprenticeship in the U.S.—
Lessons from the German Dual Education System



3rd Generation Bi-Lingual, Bi-Cultural German-American

- ✓ Lived and Studied in Germany in Grade School & College
- ✓ Georgetown University Exchange Program at University of Trier
- ✓ Co-major Degree in German & International Business at FSU
- ✓ Hired for German-speaking Internship at Florida Dept. of Commerce
- ✓ One Year Internship Mentored by Native German International Representative
- ✓ Obtained Full-time Position as German-speaking International Representative
- ✓ Worked 8 Years with Germanic Companies Locating Manufacturing in Florida
- ✓ Lifetime Career Working With Germanic Companies in Multiple Industries
 - Economic Development and Foreign Trade
 - Electric Utilities
 - Telecommunications
 - Information Technology
 - Advanced Manufacturing

"You can't connect the dots looking forward; you can only connect them looking backward. So you have to trust that the dots will somehow connect in your future"
- Steve Jobs

WHAT DO WE DO?

Improving America's Workforce Training with



Assists US Communities Understand and Implement GAP Workforce Solutions

- Assesses the Community's Industry GAP Workforce Needs
- Identifies Community Stakeholders needed to Implement GAP
- Aligns Community Stakeholders to Seek a Common Goal
- Assist Communities to Write A Business Plan for GAP Funding

Assists US Communities, Educators and Industries Map to GAP Standards

- Identifies GAP Occupational Standards that Match Community Needs
- Maps GAP Standards to fit US Industry and Educational Structure
- Provides Turn-key Solutions including Equipment & Curriculum

Helping Communities reach New Heights in Apprenticeship Training!

EXPERIENCE IN IMPLEMENTING GAP

Experience in Implementing



- ✓ Implemented GAP at German Subsidiary in 2008 – 2013
- ✓ Led Several Apprenticeship Delegation Tours to North Carolina and Germany
- ✓ Assisted in Founding of GACC Florida Chapter in 2011
- ✓ Tampa Bay Program Gained International Recognition with “2012 GACC Trainee of Year Award”
- ✓ Founded AMskills (American Manufacturing Skills Initiative) as Executive Director in 2015
- ✓ Founded Kamm Consulting to Assist Regions Across America to Implement GAP

WHAT IS GAP?

What is



Germanic Apprenticeship Programs

???

- ✓ World Class Apprenticeship Programs from Germany, Austria and Switzerland
- ✓ Dual Education System Combining Academic Theory with Practical Hands-on Training
- ✓ US Joint Declarations for Apprenticeship Training signed with Germany & Switzerland
- ✓ German Skills Initiative is a National Campaign Endorsed by German Embassy & USDOC
- ✓ 340 Occupational Standards in Germany and 240 in Switzerland offered to America
- ✓ 3.5 Year Gold Standard Apprenticeship Programs in Multiple Industries

PRODUCTS & SERVICES

Six Steps Process to



Implementation

Step 1 - Speaking Workshops

Step 2 - Community Assessment Workshops

Step 3 – Industry and Community GAP Consulting

Step 4 – Community Mapping

Step 5 – Standards Mapping

Step 6 – Community GAP Business Plan Development

“Bridge The GAP” Services

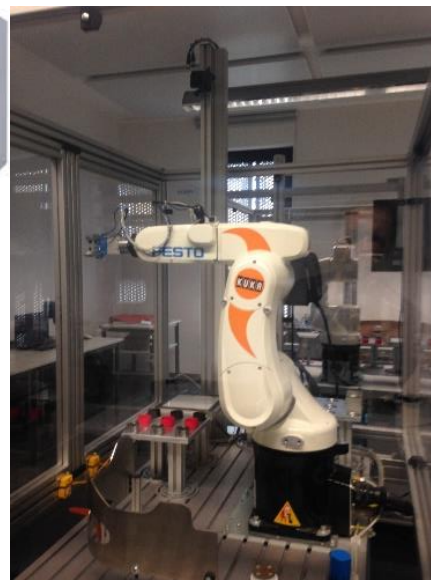
- International Business Partnering & Site Selection
- Workforce Training Partnering
- International Exchange Program Partnering
- Vendor Equipment & Training Partnering

Top Industries

- Advanced Manufacturing
- Aviation & Aircraft Maintenance
- Health Care & Biomedical Research
- Information Technologies
- Automotive Maintenance & Repair
- Logistics
- Banking & Insurance



FESTO



WEILER





TEAM WITH WORLD-CLASS PARTNERS



- ✓ World Leaders in Advanced Manufacturing
- ✓ World Leaders in Advanced Manufacturing Training Equipment & Curriculum
- ✓ World Leaders in Advanced Manufacturing Education Support
- ✓ Collective Annual Revenues = **Over \$20 Billion!**

ADVISE FOR GAP IMPLEMENTATION

Advise for Successful Implementation

Germanic Apprenticeship Programs

- ✓ Become A Change Agent for Your Community; but Don't Start from Scratch
- ✓ Follow the Lead of an Experienced Guide; don't Blaze a New Trail
- ✓ Take Advantage of World-Class Apprenticeship Standards; Don't Reinvent the Wheel
- ✓ Form a Consortium of Industry Leaders; Make Sure the Change is What Industry Needs
- ✓ Implement a Turn-key Solution; Use Equipment/Curriculum Designed by World-class Manufacturers

"Here's to the crazy ones, the misfits, the rebels, the troublemakers, the round pegs in the square holes.... The ones who see things differently--they're not fond of rules.... You can quote them, disagree with them, glorify or vilify them, but the only thing you can't do is ignore them because they change things.... They push the human race forward, and while some may see them as the crazy ones, we see genius, because the ones who are crazy enough to think that they can change the world are the ones who do." - Steve Jobs

**Festo Didactic “Train-the-Trainer Seminar
CPCC Campus, Charlotte, NC**

March 7-9, 2016

Hannover Trade Messe

April 25-29, 2016

Kamm Consulting Apprenticeship Delegation Tour
(Hosted by Weiler, Hoffmann Group, FESTO, KUKA, Lufthansa)

May 9-13, 2016 (Book Reservations Now)

QUESTIONS & CONTACT INFORMATION

QUESTIONS?

CONTACT INFORMATION:

BRYAN KAMM

bryank@bkammconsulting.com

www.bkammconsulting.com

813-415-7514